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PERG 73-892

21 FEB 1973

MEMORANDUM FOR: Mr. William E. Colby

DD/S 73-0682

THROUGH : Deputy Director for Support

SUBJECT : Policies and Procedures in Separate
Components Applicable Elsewhere

REFERENCE : Memo for ExDir-Compt fr MAG dtd
13 Dec 72, same subject

1. The MAG paper quite correctly proposed that Agency managers should identify and share successful personnel management ideas, methods and techniques as well as develop solutions to common problems. As the paper pointed out, the samplings cited are but a few of the methods and approaches to personnel management practiced by component managers and the several Career Service boards and panels. Attached is a listing of some additional approaches practiced in a number of Career Services.

2. In the course of the development of proposals for the Agency Personnel Development Plan and the Annual Personnel Plan, it became increasingly evident that a personnel management effectiveness review system of some type should be established by the Office of Personnel in order to keep abreast of the substance and the effectiveness of the approaches, philosophies and methods applied by the various echelons of Agency managers. The information gleaned through such a systematic review could be shared with other managers.

3. We think the Office of Personnel is the logical "clearing house" for identification, review and sharing of personnel-related information on successful approaches developed within the various components just as we are the focal point for guidance and assistance to operating managers in carrying out their personnel management responsibilities. The established Office of Personnel access channels with operating components will be tasked to pursue this objective.



Harry B. Fisher
Director of Personnel

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Attachments

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